

Wellbeing Leadership Group Meeting
Tuesday 2nd December 2025

Attendees:

Lyndsey Morrison, **Supply Chain Sustainability School**, Alice Crowsley, **Supply Chain Sustainability School**, Isabel Townend, **Supply Chain Sustainability School**, Ann-Marie Coulthurst, **Murphy Group**, Aimee Skelly, **Egis Group**, Lynn Cooper, **Cavendish Nuclear**, Natalie McDermott, **Sparta Systems**, Angela Batt, **Wessex Arch**, Jenny Mullett, **Colas Rail**, Catherine Tanner, **Canary Wharf**, Ruth Powell, **Binnies**, Jo Seaby, **Southern Water**, Emily Pearson, **Wellbeing Academy**, Antony Harris, **City Holdings**, Rachel Birtles, **The Lighthouse Charity**, Sydnee Stone, **Reconomy**, Alana Murphy, **Pario**, Jane Dyer, **Tudor Rose Wellbeing**, Catherine Cook, **Reconomy**, Joanna Hill, **HW Martin**, Chelsea Breton, **National Grid**, Fay Hill, **Plantforce**, Jessie Curnow, **Environment Agency**, Valeta Smith-Carter, **Fortel**

Please note these meeting notes are to be read in conjunction with the agenda and final slide deck as circulated to all.

Detailed summary

Introductions

- Participants introduced themselves, sharing names, roles, and companies.
 - Emily Pearson highlighted her award-winning wellbeing academy and Jo Seaby recently joined the group, working for Southern Water.
- Participants from various sectors shared their roles and interest in wellbeing.

Wellbeing initiatives for 2025

- Discussion on the business case for wellbeing and its importance for SMEs.
- Development of a PowerPoint presentation with resources for leadership teams.
- Training program includes webinars and workshops for members.
- Virtual conference on 'Trust Matters' was successful with over 300 attendees.
- Upcoming virtual conference topics for next year are under discussion.
- New webinar content developed on measuring the impact of wellbeing initiatives.
- Consideration of a wellbeing survey similar to existing diversity and impact surveys.

Training program and resources

- Over 800 people attended wellbeing webinars this financial year.
 - Menopause session was popular among partner workshops.
 - Upcoming webinars include 'Wellbeing for Managers' and 'Emotional Intelligence'.
- The top wellbeing resource is the 'Wellbeing Sustainability Short' video.
 - Attendees were encouraged to share new resources for the wellbeing library.
- Partner workshop allocation includes topics like suicide prevention and menopause.

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- Discussion on refreshing learning pathways to better utilize resources.

SME wellbeing pack

- Development of a slide deck for SMEs to present wellbeing initiatives to leadership.
 - Focus on cost-benefit analysis and key metrics for wellbeing.
 - Anne Marie Coulthurst has started a high-level pack with 10 slides.
 - Suggestions to include case studies and templates for SMEs.
 - Volunteers needed to finalize the pack by the end of March.

Learning pathway refresh

- Two existing learning pathways need updating to reflect current resources.
 - Introduction to wellbeing and wellbeing in the built environment are the current pathways.
 - Volunteers needed to review and suggest resources for the pathways.
 - Potential integration with the SME pack for a comprehensive strategy.
 - Discussion on creating pathways for different levels of employees and leaders.

Group discussions and insights

- Participants encouraged to share insights and ideas for 2026 planning.
- Focus on creative ideas for school initiatives and improvements.
- Discussion on linking business case and learning pathways for strategy development.

Question One:

QUESTION 1: Consider the balance of training and content. Agree as a group which activities you need to do more, the same or less of.

Please complete this section. The table below illustrates the activities taken place this year. On the circle below, write the activity on the sticky note and place it in the relevant section (NB Won't have is underneath the circle).

GUIDE:

- Must have: More
- Should have: Continue
- Could have: If there is budget available
- Won't have: Stop doing

In the second breakout session Group 1 and 3 will peer reviewed and add any further thoughts.

Delivery to date	No. delivered	No. of learners
Workshops	0	0
Webinars	6	252
Virtual Conferences	1	341
E-Learning	0	0
New Content	N/A	N/A
Research Papers	N/A	N/A
Talking Heads Videos	N/A	N/A
Learning Pathways	None New	369
Case studies	N/A	N/A
Assessments (corporate)	N/A	N/A
Assessments (individual)	N/A	N/A

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- The group went into breakouts to discuss the first question, when brought back the feedback was as below:
 - Continue webinars as they are easily accessible
 - Downloadable resources such as mood diaries
 - Plan another virtual conference
 - Suggested an e-learning for managers module for supporting those giving support to others
 - Suggested resources on yoga, box breathing and other wellbeing techniques
 - Suggestion for e-learning/ another resource to be designed like an escape room to more engage people
 - Need to target operatives and consider how people access resources- is this online or through physical resources?
 - A challenge was raised about whether this is within the remit of the school and who the users we have are
 - Suggestion for podcast for senior level to listen to
 - Suicide awareness was raised as an important topic for the group

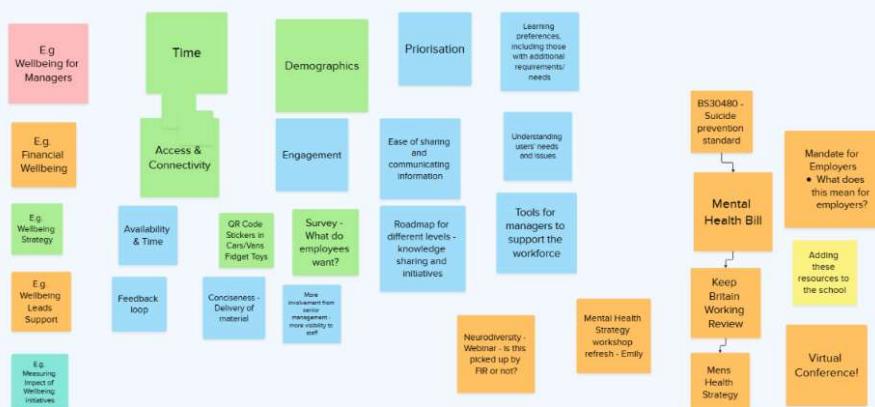
Question Two

QUESTION 2: Discuss the key wellbeing challenges that we have as a sector.
Then choose 2 or 3 key challenges that the School can address through knowledge & collaboration.

TOP 2 / 3 CHALLENGES

Spend 3 minutes brain storming and use the sticky notes to write down what you think are the key challenges. Then spend 5 discuss these ideas together. Use the rest of the time to decide and choose as a group which 2 or 3 are the key challenges that need to be addressed and move them into that section.

In the second breakout session Group 1 and 2 will peer review and add any further thoughts.



- The group went into breakouts to discuss the second question, when brought back the feedback was as below:
 - One key challenge was expanding the School's reach to include more people of a less senior level
 - Another challenge was the availability for users to undergo development and training
 - A suggestion for concise training was put forward, as well as recognising different learning styles and accessibility while using that to inform our resources/ learning pathways

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- New developments in government that will be looking closely at British Standards, suicide prevention and employer responsibility
 - Suggestion for a virtual conference on this topic looking at what employers need to do, and highlight key activities within the school

Question Three

GROUP 1

QUESTION 3: What are the key activities that the School can undertake to tackle your identified challenges.

Pick your challenge(s) from question 3.

Populate the table with the challenge (s) as a sticky note.

Then discuss the solution to that challenge (spend 5 minutes on this).

Use the sticky notes to capture your answers for a solution (what the School can do to help solve that problem).

Challenge	Solution School - Knowledge & Collaboration							
1. Engagement - General Employees & Senior Management								
2.								
3.	Time	Levels of engagement	E-Learning - pick it up and put it down	Making learning concise and accessible (easy access) and tailored	Marketing benefits to the target audience	Targeting line managers with tips of how to incentivise their workforce to do SCSS	Marketing - raising awareness, advertising next course, push notifications	Leaderboards - tailor able for organisations
4.			Roadmap for beginner/ intermediate experienced and search for who training is aimed rather than subject matter					CPD certification

- The group went into breakouts to discuss the third question, when brought back the feedback was as below:
 - One solution for time issues was e-learning as this can be done at your own pace
 - Another was marketing to incentivise learning and explain the reason for completing modules, highlighting CPD accreditation and enhancing the search function

Action items

- **Finalize SME wellbeing pack by end of March.**
Anne Marie Coulthurst, Volunteers
- **Refresh learning pathways with updated resources.**
Lyndsey Morrison, Alice Crowsley, Volunteers
- **Share new resources for the wellbeing library.**
All participants
- **Plan virtual conference topics for next year.**
Lyndsey Morrison, Group

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- **Schedule partner workshops on wellbeing topics.**
Lyndsey Morrison, Alice Crowsley